

Attachment B: Alternative Superintendent Pathways

State	Rules	Contact
<u>Alabama</u>	Alabama will issue a Special Alternative Certificate (SAC) at the request of an employing superintendent or the chairperson of a local board of education to facilitate the employment of a person who has at least bachelor's level (Class B) certification in a teaching field and has met state requirements for unconditional admission to a Class A (master's level) program in what was educational administration and is now instructional leadership. The certificate is valid for one year but may be issued for two additional years if the individual continues to complete required program courses. The individual may be employed as an administrator/instructional leader based on holding the SAC, as a principal or superintendent or in some other administrative capacity. We issue something called a Preliminary Certificate that is valid for two years. Twice during the last 10 years, at the request of the chair of a local board of education, we have issued a Preliminary Certificate for the employment as a superintendent. In both cases, the applicant demonstrated experience/expertise in finance, personnel, planning, etc., and had a degree in administration. Note: I have asked for additional information about the Preliminary Certificate.	Jayne Meyer jmeyer@ALSDE.edu
<u>Alaska</u>	Alaska does not have alternative pathways to superintendent certification	Cynthia Curran Cynthia.curran@alaska.gov
<u>Arkansas</u>	Arkansas does not have a path for alternative administrator licensing of any kind. Also, at the present we will not recognize alternative administrator licensing from other states that is less than a Master's Degree in school administration or a Masters degree in something with a full blown program of study for either the building admin or district level admin.	Ron Tolson, Coordinator, Professional Licensure, Arkansas Dept of Education
<u>California</u>	California has a generic administrative credential that authorizes any administrative service. There are not specific credentials for principals, superintendents, etc. The requirement is a valid teaching credential (or another approved underlying credential), three years of successful teaching (or service under the underlying credential), completion of an approved preparation program, and employment as an administrator. This qualifies one for the Preliminary Administrative Services Credential. The Preliminary Administrative Services Credential is valid for five years, in which time the beginning administrator must complete the requirements for the Professional (Clear) Administrative Services Credential. http://www.ctc.ca.gov/credentials/leaflets/cl574c.pdf As an alternative, there is an option to earn the Preliminary Administrative Services Credential by passing an examination. There is still the requirement for the underlying credential, qualifying service and employment. There is also a provision in the California Education Code that authorizes a school district governing board to waive the credential requirement for the chief administrative officer of a school district. Although the law allows it, school districts have been largely reluctant to use the provision.	Larry Birch LBirch@ctc.ca.gov
<u>Colorado</u>	Colorado does not offer an alternative superintendent program	Amy Spruce Spruce_A@cde.state.co.us
<u>Florida</u>	6A-4.0082 Specialization Requirements for Certification in Educational Leadership - Administrative Class. https://www.flrules.org/gateway/readFile.asp?sid=0&tid=4253273&type=1&file=6A-4.0082.doc	Beverly.Gregory@fldoe.org

	<p><u>6A-4.0083</u> School Principal - Administrative Class.https://www.flrules.org/gateway/readFile.asp?sid=0&tid=4253370&type=1&file=6A-4.0083.doc</p> <p><u>6A-5.081</u> Approval of School Leadership Programs. https://www.flrules.org/gateway/readFile.asp?sid=0&tid=4253855&type=1&file=6A-5.081.doc Copies of 6A-4.0082 will be sent to you via e-mail.</p>	
<u>Hawaii</u>	<p>District Superintendents, actually called Complex Area Superintendents are not required to have a separate certification for that position. All of them are certified with the Hawaii Professional School Administrator Certificate which all of our principals must have, but there are no requirements beyond that.</p> <p>Requirements for the Hawaii Professional School Administrator Certificate has been requested.</p>	Phyllis Unebasami Phyllis_Unebasami@notes.k12.hi.us
<u>Illinois</u>	<p>Illinois has alternative administration programs; the individual must have a master's degree from an accredited institution in a management field or a bachelor's degree and life experience in management equivalent to a master's degree; they must have been employed in a management position for at least five years; they must complete an intensive course of study in education management, governance, organization and planning that includes the content and standards required in the institution's traditional administrative program; they must pass the required administrative and other exams of the state; they then obtain a provisional alternative administrative certificate and serve for one year in an administrative capacity in a district and undergo an assessment of that experience at the end of the year. If the assessment indicates they have been successful, the institution recommends them for a standard administrative certificate that, because of the lack of background in teaching, is not valid for service as a principal or assistant principal</p>	BIGHAM BOBBY DEAN [mailto:BBIGHAM@isbe.net]
<u>Iowa</u>	Iowa does not have an alternative program for superintendents	George Maurer George.Maurer@iowa.gov
<u>Kansas</u>	<p>Kansas did implement a regulation for an alternative route for district leadership (superintendent) a few years ago. Interestingly enough, it has not been accessed! I have copied the regulation below. Basically, it would allow a three year restricted license for a person who has five years of "related leadership experience". The intent was to allow individuals from business and industry who had appropriate leadership skills, access to district leadership positions in schools. When the reg was implemented, a statement regarding the parameters for related leadership experience was developed. Under the restricted license, the person could serve as a superintendent, but would work with an IHE to complete the approved program for district leadership. Again, although this has been in place since 2003, it has not been accessed at this point in time.</p> <p>Copies of the regulation for the restricted district leadership license will be sent to you via e-mail</p>	Susan Helbert shelbert@ksde.org
<u>Maine</u>	<p>SECTION 4: ADMINISTRATOR CERTIFICATES</p> <p>4.1 Certificate 010: Superintendent</p> <p>A. Function: This certificate allows the holder to serve as superintendent, assistant superintendent, principal, assistant principal, career and technical education administrator, assistant career and technical education administrator, teaching principal, or curriculum coordinator.</p> <p>B. Eligibility: Applicants shall meet eligibility requirements specified in Chapter 115 Part I. In</p>	Nancy Ibarguen, Coordinator Certification Office 207 624-6856 (desk #)

	<p>addition, eligibility for this certificate shall be established by meeting Section 4.1 B.1 and either Section 4.1.B.2, 4.1.B.3, or Section 4.1.B.4, below. Individuals who are not eligible through either pathway may be eligible for a conditional certificate, in accordance with Section 4.1.B.5, below, and Chapter 115 Part I Section 8.2.</p> <p>1. Requirements for either Eligibility Pathway</p> <ul style="list-style-type: none"> (a) Earned a bachelor's degree from an accredited college or university, in accordance with Chapter 115 Part I Section 4.4; (b) Earned a master's degree, in any field, from an accredited college or university, in accordance with Chapter 115 Part I Section 4.4; (c) Evidence of a minimum of three years of satisfactory public or private school teaching experience or a minimum of three years of equivalent teaching experience in an instructional setting (e.g., military, business, post-secondary, industry schools); (d) Evidence of a minimum of three years of previous administrative experience in schools or an institutional setting (e.g., military, business, industry, public or private agency); (e) Completed approved courses the following two knowledge areas: <ul style="list-style-type: none"> i. Teaching exceptional students in the regular classroom; and ii. Federal and Maine civil rights law and education laws; (f) Meets, through one of the pathways specified in Section 4.1.B.2, 4.1.B.3, or 4.1.B.4 below, the standards of the Interstate School Leaders Licensure Consortium (ISLLC), as follows: <ul style="list-style-type: none"> i. Facilitating the development, articulation, and stewardship of a vision of learning that is shared by the school community; ii. Advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth; iii. Ensuring management of the organization, operations, and resources for a safe and effective learning environment; iv. Collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources; v. Acting with integrity, fairness, and in an ethical manner; and vi. Understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context. (g) Satisfactory completion of an approved internship or practicum based on the Interstate School Leaders Licensure standards and relating to the duties of a superintendent in a school setting met by one of the following: <ul style="list-style-type: none"> i. Completed a graduate level state-approved administrator internship or practicum 	
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	<p>program with a minimum term of 15 weeks;</p> <ul style="list-style-type: none"> ii. Completed a minimum of one full year of employment as an assistant superintendent or superintendent out-of-state; or iii. Completed a mentorship plan reviewed and approved by the Commissioner, with the duration of the plan being a minimum of one academic year. <p>2. Certificate Eligibility Pathway 1</p> <p>Meets the ISLLC standards through completion of a Maine approved program for Superintendents.</p> <p>3. Certificate Eligibility Pathway 2</p> <p>Meets the ISLLC standards through coursework or equivalent training experiences. Specifically, applicants shall provide evidence of knowledge in all of the following areas:</p> <ul style="list-style-type: none"> (a) School finance and budget; (b) Supervision and evaluation of personnel; (c) Organizational theory and planning; (d) Community relations; (e) Educational leadership; (f) Instructional leadership; (g) Curriculum development; (h) Cultural differences; and (i) Ethical decision making. <p>4. Certificate Eligibility Pathway 3</p> <p>Meets the ISLLC standards through successful completion of the School Superintendent Assessment Test Code 11020 Score 165</p> <p>5. Conditional Certificate</p> <ul style="list-style-type: none"> (a) Meets the requirements specified in Section 4.1.B.1(a) through (d); (b) Meets knowledge area requirement specified in Section 4.1.B.3(a) and (b); (c) Meets a majority of the remaining knowledge areas listed in Section 4.1.B.3, above; (d) Meets the internship requirement specified in Section 4.1.B.1(g) or submits a plan for a supervised internship to be approved by the Department prior to the issuance of the conditional certificate. <p>C. Renewal Requirements</p>	
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	<ol style="list-style-type: none"> 1. First Renewal: <ol style="list-style-type: none"> (a) For those employed in Maine under this certificate, completed an approved administrative action plan; and (b) For those not employed in Maine under this certificate, completed a minimum of six credits of approved study. 2. Second Renewal: <p>Documentation of a minimum of 30 additional credits of approved study or equivalent professional development beyond the master's degree required for the initial professional certificate.</p> <p>4.2 Certificate 015: Assistant Superintendent</p> <ol style="list-style-type: none"> A. Function: This certificate allows the holder to serve as assistant superintendent, principal, assistant principal, career and technical education administrator, assistant career and technical education administrator, teaching principal or curriculum coordinator. B. Eligibility: Applicants shall meet eligibility requirements specified in Chapter Part I. In addition, eligibility for this certificate shall be established by meeting Section 4.2.B.1 and either Section 4.2.B.2 or Section 4.2.B.3, below. Individuals who are not eligible through either pathway may be eligible for a conditional certificate, in accordance with Section 4.2.B.4, below, and Chapter 115 Part I Section 8.2. <ol style="list-style-type: none"> 1. Requirements for either Certificate Eligibility Pathway: <ol style="list-style-type: none"> (a) Earned a bachelor's degree from an accredited college or university, in accordance with Chapter 115 Part I Section 4.4; (b) Earned a master's degree, in any field, from an accredited college or university, in accordance with Chapter Part I Section 4.4; (c) Evidence of a minimum of three years of satisfactory of public or private school teaching experience or a minimum of three years or equivalent teaching experience in an instructional setting (e.g., military, business, post-secondary institution, industry, schools); (d) Evidence of a minimum of one year of previous administrative experience in schools or an institutional setting (e.g., military, business, industry, public or private agency); (e) Completes through approved courses the following two knowledge areas: <ol style="list-style-type: none"> i. Teaching exceptional students in the regular classroom; and ii. Federal and Maine civil rights law and education laws; and (f) Meets, through one of the pathways specified in Section 4.2.B.2 or 4.2.B.3, below, the standards of the Interstate School Leaders Licensure Consortium (ISLLC), as follows: <ol style="list-style-type: none"> i. Facilitating the development, articulation, and stewardship of a vision of learning 	
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	<p>that is shared by the school community;</p> <ul style="list-style-type: none"> ii. Advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth; iii. Ensuring management of the organization, operations, and resources for a safe and effective learning environment; iv. Collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources; v. Acting with integrity, fairness, and in an ethical manner; and vi. Understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context. <p>2. Certificate Eligibility Pathway 1</p> <p>Meets the ISLLC standards through coursework or equivalent training experiences. Specifically, applicants shall provide evidence of knowledge in all of the following areas:</p> <ul style="list-style-type: none"> (a) School finance and budget; (b) Supervision and evaluation of personnel; (c) Organizational theory and planning; (d) Community relations; (e) Educational leadership; (f) Instructional leadership; (g) Curriculum development; (h) Cultural differences; and (i) Ethical decision making. <p>3. Certificate Eligibility Pathway 2</p> <p>Meets the ISLLC standards through successful completion of the School Superintendent Assessment Test Code 11020 Score 165</p> <p>4. Conditional Certificate</p> <ul style="list-style-type: none"> (a) Meets the requirements of Section 4.2.B.1(a) through (d), above. (b) Meets the knowledge area requirements of Section 4.2.B.2(a) and (b), above; and (c) Meets a majority of the remaining knowledge areas listed in Section 4.2.B.2, above. <p>C. Renewal Requirements</p>	
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	For those employed in Maine under this certificate, completed an approved administrator action plan; and for those not employed in Maine under this certificate, completed a minimum of six credits of approved study.	
<u>Missouri</u>	<p><u>Missouri</u> offers a one-year, temporary certificate (renewable) to administrators who are enrolled in a school leadership program (master's level or above). The individual provides proof of enrollment and annual transcripts showing at least 9 semester hours of progress.</p> <p>The requirements are the same as "regular" routes to certification with the exception of requiring mentoring, evidence of annual progress, a professional development plan, and satisfactory annual job performance for the administrator on the temporary certificate. This enables people who are not quite finished with their coursework to be employed and finish the coursework. In most cases this happens within one year. Occasionally, we issue the TAC for the second year.</p> <p>We've been pleased with this method. It is not used extensively; however, it allows some of our rural areas to fill administrator vacancies with "nearly" prepared individuals....many of whom have been recruited from the ranks of locally experienced teachers.</p>	<p>Rusty Rosenkoetter, Coordinator</p> <p>Educator Certification</p> <p>Missouri Department of Elementary & Secondary Education</p> <p>phone: 573/526-3579</p>
<u>Nebraska</u>	Nebraska only recognizes administrator programs completed at state approved institutions of higher education that have state approved programs in administration	<p>Jim Putman jim.putman@nde.ne.gov</p>
<u>Nevada</u>	<p>ENDORSEMENT AS AN ADMINISTRATOR OF A SCHOOL</p> <p>1. To receive an endorsement as a administrator of a school, an applicant must:</p> <ul style="list-style-type: none"> A. Hold a master's degree; B. Hold a valid license to teach elementary, secondary or K-12 special, excluding a business and industry endorsement; C. Have and submit to the department evidence of 3 years of teaching experience in kindergarten or grades 1 through 12 in schools approved by the state; and D. Have completed 36 semester hours of college/university graduate credit in courses in the administration of a school, including the nine areas listed below: <ul style="list-style-type: none"> 1. Administration and organization of a school; 	

	<ol style="list-style-type: none"> 2. Supervision of instruction; 3. Development of personnel; 4. Finances of a school; 5. The laws that apply to schools; 6. Curriculum; 7. Educational research; 8. Internship or field experience in school administration; or 9. Other courses considered to be part of an administrative program for educators 	
<u>New Jersey</u>	<p>In 2003-2004 the New Jersey Licensing Code, the legal basis for all educational certification in N J, was re-authorized to include among other things alternative pathways to principal as well as school administrator (superintendent) certification. This came about because of a shrinking pool of qualified and acceptable candidates for positions and negative publicity (based on research studies) indicting traditional preparation programs as not preparing school leaders adequately to meet the needs of all learners.</p> <p>New Jersey through the Licensing Code, N.J.A.C. 6A: 9-12.4 IV (School Administrator), and N.J.A.C. 6A:9-12.5 (J),(K),and(L) (Principal) authorizes “providers” approved by the Department of Education to offer N J State approved programs leading to a certificate of eligibility as a principal and school administrator. This information can be found on the web as follows: WWW.STATE.NJ.US/EDUCATION/ then go to “Overview of DOE Programs” –click on Licensure and Credentials –click on Licensing Code – scroll down to School Administrator and Principal.</p> <p>At present there are two N J programs for alternative pathways to superintendent certification. The first one started in 2003-2004 is called NJEXCEL run by the New Jersey Association of Principals and Supervisors/ Foundation for Educational Administration on the web at: WWW.NJEXCEL.COM, call Dr. Ellie Forster, 609-860-1200 for information. The second program will start in October, 2007, sponsored by the New Jersey Association of School Administrators entitled “Alternative Certification for School Administrators” on the web at: WWW.NJASA.NET, call Dr. Barry Ersek at 609-599-2900x 131 for more information.</p> <p>Both programs meet all present New Jersey Standards and were initially approved through a review process. At present no effectiveness studies of these programs exist. One program is just now stating up.</p>	<p>Ray Levy Raymond.levy@doe.state.nj.us s</p>

	<p>Lessons learned: The NJ. State Board of Education is presently considering adding “300 Internship hours” to all preparation programs (traditional and alternate) for principal and “150 Internship hours” for superintendent. These hours would be independent of other course requirements to ensure that theory learned is put into practice in the field.</p>	
<u>OHIO</u>	<p>3301-24-12 Alternative superintendent license and alternative administrative specialist license.</p> <p>(A) A two-year alternative superintendent or administrative specialist license valid for serving as a superintendent or administrative specialist, which shall be renewable one time, shall be issued at the request of the board of education of a city, educational service center, local, exempted village, joint-vocational school district, or the governing authority of a chartered nonpublic school to an individual who is deemed to be of good moral character and who evidences the following:</p> <p>(1) Master's degree from an accredited university for the alternative superintendent license; bachelor's or master's degree from an accredited university for the administrative specialist;</p> <p>(2) A position appropriate to the license and board resolution of appointment to position;</p> <p>(3) A grade point average of at least 3.0; and</p> <p>(4) Five or more years of documented successful experience in teaching, administration, education, or management.</p> <p>(B) The employing school district shall provide a mentoring program for alternatively licensed superintendents or administrative specialists that includes the following:</p> <p>(1) Assignment of a mentor;</p> <p>(2) Completion of a competency based self-assessment developed by the Ohio department of education, which is available through the ODE website at http://www.ode.state.oh.us/Teaching-Profession/teacher/recruitment_retention/PDF/ISLLC_School_Leadership_Self_Inventory/pdf ;</p> <p>(3) Development of a personal learning plan; and</p> <p>(4) Participation in a structured mentoring program consisting of seventy clock hours during the initial two-year license and an additional fifty hours during the second two-year license for individuals holding a bachelor's degree.</p> <p>(C) For non-educators issued an alternative superintendent license or an alternative administrative specialist license, the employing school district shall require the administrator to develop a plan that outlines observation of classroom instruction across grade levels and subject areas within the school district.</p> <p>(D) Eligibility for a professional license. A professional license will be issued to the holder of an alternative superintendent or administrative specialist license upon the successful completion of the following:</p> <p>(1) Four year of successful experience under the alternative superintendent or</p> <p>[stylesheet: rule.xsl 2.14, authoring tool: i4i 2.0 Apr 9, 2003, (dv: 7, p: 22781, pa: 29574, ra: 102869, d: 110877)] print date: 03/08/2006 11:04 AM ACTION: Final DATE: 02/14/2006 2:39 PM</p> <p>administrative specialist license;</p>	<p>Jennifer Kangas</p> <p>Associate Director</p> <p>Office of Educator Licensure</p> <p>Ohio Department of Education</p> <p>Center for the Teaching Profession</p>

	<p>(2) For individuals not holding a master's degree, completion of a minimum of fifteen semester hours from an accredited university leading toward a master's degree in an area of study appropriate to the position held during their initial two-year license and completion of a master's degree during their second two-year license;</p> <p>(3) For individuals holding a master's degree, completion of nine semester hours from an accredited university or one-hundred and thirty-five clock hours of professional development based on their personal learning plan during their initial two-year license and completion of an additional six semester hours or ninety clock hours of professional development based on their personal learning plan during their second two-year license;</p> <p>(4) Participation in a structured mentoring program provided by the school district as outlined in paragraph (B) of this rule; and</p> <p>(5) Successful completion of the state board of education examination required for administrators, which is available through the ODE website at http://www.ode.state.oh.us/Teaching-Profession/Teacher/Educator_Preparation/pdf/Praxis_II_Chart_06_22_05.pdf.</p> <p>3301-24-12 2 Effective: 02/24/2006 R.C. 119.032 review dates: 02/24/2011 CERTIFIED ELECTRONICALLY Certification 02/14/2006 Date Promulgated Under: 119.03 Statutory Authority: 3301.07, 3319.22, 3319.27 Rule Amplifies: 3319.27 3301-24-12 3</p>	
<u>Oregon</u>	<p>Oregon does not have an alternative path per se. We have a license that is limited to districts for an "Exceptional Administrator" for people who have extraordinary management experience and for whom the district would like to hire. For example: We had a former community college vice president hired under this license to be the superintendent of a large urban district. Here is the rule for the license:</p> <p>584-080-0161 Exceptional Administrator License</p> <p>(1) Upon filing a correct and complete application in form and manner prescribed by the commission, an unconventionally qualified applicant may be granted an Exceptional Administrator License at the sole discretion of the commission as permitted under ORS 342.200.</p> <p>(2) The Exceptional Administrator License is issued for three years and renewable under conditions that the Executive Director may specify, is valid only for a designated position with a job description approved by the Executive Director.</p>	Vickie.Chamberlain@state.or.us

	<p>(3) To be eligible for an Exceptional Administrator License the applicant must:</p> <p>(a) Possess the personal qualifications for licensure including attainment of at least eighteen years of age and possessing good moral character and mental and physical health necessary for employment as an educator;</p> <p>(b) Hold a master's or higher degree in the arts and sciences or an advanced degree in the professions from a regionally accredited institution or approved foreign equivalent;</p> <p>(c) Demonstrate extraordinary professional experience that compensates for lack of experience in prekindergarten-12 schools;</p> <p>(d) Demonstrate knowledge of applicable civil rights laws. An applicant may submit an affidavit for the first Oregon license assuring that the applicant has read Discrimination and the Oregon Educator and has completed the self-study questions. The applicant must complete the course or workshop prior to any further licensure or renewal of this license; and</p> <p>(e) Furnish fingerprints in the manner prescribed by the commission; (See OAR 584-036-0062 for Criminal Records Check Requirement); and</p> <p>(f) Obtain a first aid card within 90 days of receiving the license. An emergency license will be issued to the educator for up to 90 days until the applicant has demonstrated possession of a valid first aid card; and</p> <p>(4) Experience that included supervising teachers or working directly with students in some educational setting shall be required as a qualification for any Exceptional Administrator License to be used for supervising teachers or working directly with students in Oregon schools.</p> <p>(5) The Exceptional Administrator License will be restricted to use in a district that has applied for it jointly with the administrator.</p> <p>(a) Upon application, the co-applicant district must describe its particular need in relation to the co-applicant administrator's qualifications summarized on a submitted resume; and</p> <p>(b) The district must attest that no suitable candidate with any unrestricted administrator license is comparably qualified and available for the role to be filled.</p> <p>(6) The Exceptional Administrator License may be renewed the first time upon demonstration of the following:</p> <p>(a) A passing score on the test of professional administrator knowledge approved by the Commission</p>	
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	<p>for the Continuing Administrator License.</p> <p>(7) After the first renewal, the Exceptional Administrator License may be continuously renewed upon demonstration of the following during the life of the license:</p> <p>(a) Completion of a licensed education experience under any of the following conditions:</p> <p>(A) One academic year as a full-time licensed educator;</p> <p>(B) Two consecutive years as a half-time licensed educator;</p> <p>(C) 180 days of substitution in administration or teaching, on any license appropriate for the assignment, in any K-12 public or private school or district registered or licensed by the Oregon Department of Education; and</p> <p>(b) Completing continuing professional development requirements in accordance with OAR 584-090.</p> <p>Stat. Auth.: ORS 342 Stats. Implemented: ORS 342.123, 342.125, 342.126, 342.127, 342.140, 342.165 & 342.200 Hist.: TSPC 3-1999, f. & cert. ef. 7-15-99; TSPC 2-2007, f. & cert. ef. 4-23-07</p>	
<u>South Carolina</u>	<ol style="list-style-type: none"> 1. Master's degree 2. Verification of at least ten years of successful experience in a senior position(s) of leadership, such as Chief Executive Officer in a business, corporation or agency, military officer, or other position with responsibilities similar to those of a district superintendent 3. Recommendation for certification by a local school board in a South Carolina public school district interested in employing the individual as a superintendent 4. Submission of a plan of study by the local school board that the individual must complete within three years to include, at a minimum, the areas of curriculum and instruction, school finance, and school law. The candidate must also submit a passing score on area examination(s) required by the State Board of Education for district superintendents within the first year of employment as a superintendent 5. Issuance of an initial certificate for one year. This certificate may be extended annually for two additional years at the request of the local school board based on verification of successful performance reviews. 6. Issuance of a professional certificate upon completion of the specified program of study, and minimum qualifying scores on the required certification examination(s), and the recommendation by the local school board after three years of successful service as superintendent 	

<u>Utah</u>	<p>In Utah we have a path for administrative license. We do not have a specific superintendent license. However, our legislature determined 2 years ago that Superintendents do not have to be licensed administrators. Hiring a superintendent who is not a licensed administrator has not occurred in our state to this point. Good luck in gathering and analyzing the data. I hope it can be posted for us to access as the information will be interesting.</p>	<p>Sydnee Dickson</p> <p>Director, Educator Quality Services</p> <p>Utah State Office of Education</p> <p>250 E. 500 S.</p> <p>P.O. Box 144200</p> <p>Salt Lake City, UT 84114-4200</p> <p>(801) 538-7739 fax (801) 538-7973</p> <p>sydnee.dickson@schools.utah.gov</p>
<u>Virginia</u>	<p><u>Virginia</u> has proposed regulations for alternative pathways to the administration and supervision endorsement. We anticipate, barring any unforeseen circumstances, that the licensure regulations will become effective the end of September 2007. The proposed licensure regulations for administration and supervision are below.</p> <p style="text-align: center;"><u>AN EXCERPT FROM THE PROPOSED REGULATIONS GOVERNING THE LICENSURE OF SCHOOL PERSONNEL</u></p> <p><u>8 VAC 20-22-590. Administration and supervision preK-12.</u></p> <p><u>A.</u> An endorsement in administration and supervision preK-12 consists of Level I, which is required to serve as a building-level administrator or central office supervisor, and</p> <p>Level II, which is an optional endorsement to which an experienced building-level administrator may aspire. Individuals must meet the requirements for the administration and supervision preK-12 endorsement through one of the four options listed in this section and be recommended by a Virginia school division superintendent. A school leader's assessment prescribed by the Board of Education must be met for all individuals who are seeking an initial endorsement authorizing them to serve as principals and assistant principals in the public schools. Individuals seeking an initial administration and supervision endorsement who are interested in serving as central office instructional personnel are not</p>	<p>Patty S. Pitts</p> <p>Assistant Superintendent</p> <p>Division of Teacher Education and Licensure</p> <p>Virginia Department of Education</p> <p>P. O. Box 2120</p> <p>Richmond, VA 23218-2120</p> <p>E-mail Address: patty.pitts@doe.virginia.gov</p> <p>Phone: 804/371-2471</p>

	<p>required to take and pass the school leaders assessment prescribed by the Board of Education.</p> <p>B. Approved program route to Level I administration and supervision preK-12 endorsement. To become eligible for a Level I endorsement under this option, the candidate must have:</p> <ol style="list-style-type: none"> 1. A master's degree from a regionally accredited college or university; 2. Completed three years of successful, full-time experience in a public school or accredited nonpublic school in an instructional personnel position that requires licensure in Virginia; 3. Completed an approved program in administration and supervision from a regionally accredited college or university; 4. Completed a minimum of 320 clock hours of a deliberately structured and supervised internship that provides exposure to multiple sites (elementary, middle, high, central office, agency) with diverse student populations. These experiences shall be an integral component of a Virginia Board of Education approved preparation program. The internship must be focused on instructional leadership and learning for all students and must occur in a public school or accredited nonpublic school; and 5. Satisfied the requirements for the school leaders licensure assessment prescribed by the Board of Education. Individuals seeking an initial administration and supervision endorsement who are interested in serving as central office instructional personnel are <p>not required to take and pass the school leaders assessment prescribed by the Board of Education.</p> <p>C. Alternate route to Level I administration and supervision preK-12 endorsement restricted to the Virginia school division in which the superintendent submitted the recommendation for the endorsement. This endorsement is valid only in the designated Virginia school division and would not be portable and not reciprocal. In order to be eligible for Level I endorsement under this option, the candidate must have:</p> <ol style="list-style-type: none"> 1. A master's degree from a regionally accredited college or university; 2. Completed graduate coursework in school law, evaluation of instruction, and other areas of study as required by an employing Virginia school superintendent; the graduate coursework must be taken from a regionally accredited college or university that has a state-approved administration and 	
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	<p>supervision program.</p> <ol style="list-style-type: none"> Completed three years of successful, full-time experience in a public school or accredited nonpublic school in an instructional personnel position that requires licensure in Virginia; Satisfied the requirements for the school leaders licensure assessment specified by the Board of Education; and Been recommended by the superintendent in the employing Virginia school division. <p>D. Alternate route to Level I administration and supervision preK-12 endorsement. In order to be eligible for Level I endorsement under this option, the candidate must have:</p> <ol style="list-style-type: none"> A master's degree from a regionally accredited college or university; Completed graduate coursework in school law, evaluation of instruction, special education, school finance, and educational leadership, and other areas of study as required by an employing Virginia school superintendent; the graduate coursework must be taken from a regionally accredited college or university that has a state-approved administration and supervision program. Completed three years of successful, full-time experience in a public school or accredited nonpublic school in an instructional personnel position that requires licensure in Virginia; Satisfied the requirements for the school leaders licensure assessment specified by the Board of Education; and Been recommended by the superintendent in the employing Virginia school division. <p>E. Out-of-state administration and supervision endorsement. The candidate must have:</p> <ol style="list-style-type: none"> A master's degree from a regionally accredited college or university; and A current, valid out-of-state license (full credential) with an endorsement in administration and supervision. <p>F. Level II endorsement in administration and supervision preK-12. A building-level administrator may seek Level II endorsement in administration and supervision preK-12 after successfully serving as a building-level administrator for at least five years in a public school or accredited nonpublic school and</p>	
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	<p>successfully completing a formal induction program as a principal or assistant principal. In order to earn Level II endorsement, the candidate must meet two or more of the following criteria as specified by the Board of Education and documented in a Department of Education approved format and be recommended by the employing Virginia school division superintendent:</p> <ol style="list-style-type: none"> 1. Evidence of improved student achievement; 2. Evidence of effective instructional leadership; 3. Evidence of positive effect on school climate or culture; 4. Earned doctorate in educational leadership or evidence of formal professional development in the areas of school law, school finance, supervision, human resource management, and instructional leadership; or 5. Evidence of a completion of a high-quality professional development project designed by the division superintendent. 	
<u>Washington</u>	<p>We currently do have not any alternative pathways leading to superintendent certificate instate. However, we do accept out-of-state candidates who haven't completed a traditional program if they have held a superintendent's certificate issued by another state and practiced as a superintendent (out of state as well) for at least three years. Also, Washington does not require a superintendent's certificate to serve as a superintendent; that decision is made by the employing school board</p>	<p>Debbie Culwell</p> <p>Program/Certification Specialist</p> <p>Professional Education & Certification</p> <p>http://www.k12.wa.us/certification/</p>
West Virginia	<p>West Virginia has no alternative routes to certification for administrators</p>	<p>Nathan Estel</p> <p>hestel@access.k12.wv.us</p>